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#### **MACEDONIA**

# MARKETING AND LIVESTOCK IMPROVEMENT PROJECT

USAID CA# EPE-A-00-95-00098-00

# MID-TERM EVALUATION REPORT

**EVALUATOR: DR. S. GORDON CAMPBELL** 

Project administered by:

Land O'Lakes, Inc. P.O. Box 64101 St. Paul, MN 55164 U.S.A.

Land O'Lakes, Inc. Mirka Ginova 17 91000 Skopje, Macedonia

January 16, 1998

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# MACEDONIA MARKETING AND LIVESTOCK IMPROVEMENT

#### USAID CA# EPE-A-00-95-00098-00

#### MID-TERM EVALUATION REPORT

#### INTRODUCTION

The Macedonia Marketing and Livestock Improvement project is a USAID-funded program administered by Land O'Lakes, Inc., with no subrecipients. The project has been obligated \$2,610,000 of its \$2,659,009 total estimated federal funding. It began October 1, 1995, and is currently expected to terminate on September 30, 1998. The goal of the project is to generate substantial economic return to Macedonia through high-impact, market-driven development assistance to producers and processors in the sheep sector.

A mid-term evaluation of the Macedonia Marketing and Livestock Improvement project was conducted in September 1997. Dr. S. Gordon Campbell, who was a veterinarian and Director of International Programs at the College of Veterinary Medicine at Cornell University, conducted the evaluation. Dr. Campbell visited Land O'Lakes in Minnesota on August 11 and interviewed the headquarters staff. He conducted the in-country portion of the evaluation September 21-26, 1997. In a meeting on September 26, he briefed USAID staff in Skopje about his findings. Most unfortunately, Gordon Campbell died shortly after his return to the U.S., on September 29. Dr. Campbell had not written his evaluation yet. This compilation of documents serves as the evaluation document. Before Dr. Campbell left for the U.S., he spoke several times to Joyce Turk of USAID's Global Bureau about the project. Joyce was present at the September 26 USAID briefing. Joyce wrote a summary of her understanding of his findings, and it is the first document attached. Following that is Joyce's interpretation of Gordon Campbell's handwritten field notes. The last few pages contain some of his recommendations for the project. After that is a copy of the handwritten notes themselves. The last document is an e-mail written by Scott Campbell, Gordon's son, based on what he remembers of a conversation with Dr. Campbell when he returned from Macedonia.

Gordon Campbell's Briefing/

Recommendations to AID/Skopje

written by Joyce Turk

#### GORDON CAMPBELL'S BRIEFING/RECOMMENDATIONS TO AID/SKOPJE

#### LAND O'LAKES DAIRY SHEEP PROJECT

This report is based on my personal conversations with Gordon while we were together in Macedonia, on his verbal report to AID, and on his notes. I had spent considerable time with him after hours as well as in the field to learn his views.

The one hour debriefing occurred in the AID office on Friday, September 26, 1997 at 10 a.m. Gordon had been in Macedonia only five days (including day of arrival). Present for the debriefing were:

Steve Haynes, Mission Director Steve Szadek, Agriculture Officer Frank Mertens, AID/W Joyce Turk, AID/W Paula Higgins, LOL Project Director

Gordon introduced himself and mentioned that it was his first visit to Macedonia. He qualified his comments by saying he had spent only four days on the evaluation and therefore could not be considered an expert on Macedonia. However, he could draw on his lengthy experience in international work, specifically for the past nine or ten years as the Chairman of AID's Small Ruminant Collaborative Research Support Program (SR-CRSP) External Evaluation Panel and its Advisory Committee member, as well as with other projects, and his personal lifelong experience as a sheep producer and veterinarian.

Gordon mentioned that he did not have a formal written report to leave with the Mission, just his notes, since he had been in the field nearly the entire time. Also, since it was Friday morning and his plane didn't depart until five that evening, he still had many questions for the Land O'Lakes staff with whom he would be spending the afternoon. As was his SOP, he planned to tape record his notes and comments when he returned so that his secretary could type them into a formal report for Land O'Lakes.

One of Gordon's primary recommendations was that Land O'Lakes retain Paula Higgins as the Project Director in Macedonia. Gordon emphasized this point several times saying that Paula had done a "marvelous" job, had pulled the Macedonian team together and that the team respected her. He was very impressed with Paula's work and with the project's accomplishments to date. He was especially impressed that the project had been ongoing for only two years, since in his experience with other international projects, the usual length of time for activities to reach the same level of success was much longer. Gordon felt very strongly that changing the Land O'Lakes Project Director at this stage of the project would slow the its progress since it would take at least another year for the new project director to build a relationship with the Macedonian team. (Gordon also told me this in confidence several times during the three days I was with him.)

He then related how the frankness of the Macedonian team as well as producers and processors he had interviewed impressed him. Overall Gordon expressed considerable optimism about the project and the future of the milk sheep industry in Macedonia. He was eager to continue to be involved, and was planning to arrange for one of his veterinary students to spend some time with the project in the summer (at no cost to Land O'Lakes) if the company would accept his offer.

[NB: Gordon coordinated a special scholarship program which he started at Cornell's Veterinary School and for which he solicited private donations from Cornell veterinary alumni and from groups such as the Lions Club, Rotary, etc. These donations have been the source of funding summer intern scholarships for which veterinary students who are interested in international work compete annually. Gordon was very instrumental in providing such students the links with ongoing international projects such as the SR-CRSP. Gordon felt that the Land O'Lakes project in Macedonia was an ideal activity for one of his elite students.]

Having been associated with AID projects for at least the past ten years, Gordon understood how Missions operated, and that Mission staff often affects the operations and results of a project. With that in mind, he very strongly recommended that the Land O'Lakes project be extended for a fourth year. He felt that although the project had made considerable progress with producer groups, it was extremely important at this point to work closely more closely one-on-one with the more progressive producers and processors. Gordon was especially keen to see the project guide young Macedonians as role models. He recommended that the project use such producers and processors to establish model farms and dairies which would create a sustainable system once the project ended formally.

Gordon's second major recommendation was, that to the extent possible, the project should incorporate the Government's and University's extension service into project activities. He recognized the sensitivities of both Government and University personnel to private sector growth, but felt that without bringing such personnel "into the fold", the project would be faced with continuing antagonism especially where government policies would affect the industry. As a veterinarian himself, Gordon took special interest in the role of Macedonia's Veterinary Association as a progenitor or inhibitor of progress in the field. Extension is not a major part of the University's veterinary curriculum. He felt that the project would do well to build as strong a bridge as possible with veterinarians in the Association so to provide an opportunity for them to establish the service link that producers need.

Based on his assessment of the University faculty (animal science and veterinary medicine), he felt that the threat of change limited their vision for the future. He felt that such fear and lack of vision limits their capability to impart new technical knowledge to their students who will be Macedonia's future dairy sheep producers, processors, veterinarians and consumers. During his

field visits, Gordon conferred with producers and learned that they, especially the young ambitious ones, are receptive to more cost efficient ways to improve production. He mentioned several simple well-known methods used in the West that could be adopted or adapted by these producers to control foot rot, for example, or improve animal nutrition. By concentrating on these two conditions, both of which would be easy, rapid and very visible achievements could be accomplished.

However, he warned that the project should avoid becoming entangled in brucellosis and foot-and-mouth disease control, both of which are part of the government's national program and both of which are not easily dealt with, especially in the short-term and with the small amount of funding as this project has.

A third major recommendation related to the proposed importation of rams from Cyprus. Gordon strongly believed that the project should focus on upgrading local flocks by in-country selection. He didn't (based negate the importation scheme, but believed experience) that all too often such activities become the raison Gordon was very strong in his views about d'etre of a project. the long-term nature of breeding projects, and how such projects easily run into trouble, such as cost overruns, and the management and distribution of animals. He was very impressed with the flocks he had seen and believed there was a substantial number of high quality sheep in the country. He referred to this as "if it ain't busted, don't fix it" meaning that importation of new germplasm was not critical to improving the Macedonian sheep industry (it wasn't busted). The project should exploit the already available, incountry high quality genetic resources.

In relation to breeding, Gordon observed (but did not recommend as an action for the project) the need for a Government sheep reproduction center which would be similar to our USDA national sheep station in Dubois, Idaho. This Center would serve as a focus of national research and could be used by the University as a teaching center.

Gordon's fourth recommendation was that Land O'Lakes should consider adding a second expatriate to supplement Paula Higgins. It was evident to him that another individual who was a sheep specialist could act as the primary link to the veterinary and animal science extensionists. He referred to the functions of that person as "dovetailing" with the national staff and newly privatized vets. He recommended that no changes be made to Paula in her position or to the administration of the project.

Finally, Gordon recommended that the project continue its approach but create a higher visibility for itself. He thought the use of television publicity was an excellent idea.

written by: Joyce M. Turk
Senior Livestock Adviser
November 20, 1997

Dr. S. Gordon Campbell's

Field Notes

as Interpreted by Joyce Turk

# DR. S. GORDON CAMPBELL'S FIELD NOTES as interpreted by Joyce Turk

	cipherable word or par words added by Coll	rt of word een Bryn of Land O'Lakes
	•	
Page 1	CAMPBELL	[Interview with Paula Higgins]
	<u>USAID</u> >	Steve Haynes Head of Mission
?? office		
Questions 1. 2.		es
Rolf Campbel Collette Colleen Pay on time -	liaison daily e-mail	w in LOL headquarters
??ing	Linda Gregor	y USAID
Local Attorne	<b>y</b> :	
One meeting 1	per month conference Attends	call. [Macedonia team meeting]
Improved	NO overseas e important idea of th	, get appreciation
Liaison: In-country:	VRI ?? Extension Service Sheep Breeders Asso Union of Sheep Bree	c. 12-34 regions

Project a la Albania

[project was modeled on Land O'Lakes project in Albania]

Dairy Sector

Linda -- made it.

[Linda Gregory was very instrumental in creating the project.]

3 Ministers of Agriculture!!

[In two years]

Liaison with Ministry of Agriculture

Question i e liaison

is non-existent

or

not clear at moment

Long range? September '98

Improve

Fewer farms

More processors

PAGE 3

**IGOR** 

[interview with Igor, Macedonian staff member]

Igor Background -- Communications

Pleasant, bright

Constructive

Hopes to continue

Prob. Improv if continues in field operations

Prob can improve the field participation

Because advantages for personnel

Jeton Starova

[field agent coordinator on project]

Ram project

**Association Development** 

Reinforce old structure of countries

Specialized teams -- specialized tasks

Continue but focus one-on-one coop with agencies widened

More promotion of projects in PR.

\* Policy change.

Private --- Extension

Dovetail end of project with Extension

Brucellosis

2 times a year: spring and fall

slaughter

U

Question of transport --

Bike

Car

**Public Transportation** 

1 on 1 sheep men -- good.

**Quality Control** 

Milk

Ideas

Peter Dixon 111

Contacts -- protocols/phone #

Secrets

Peter Dixon very popular as consultant. Producers liked him and remember him by name.

W	edne	sday

1 on 1 with LOL staff and in field with producers

- 1. Best farms -- model farms
  - --- Keep others informed
- 2. Model/best few processors (creme de la creme)

Television Programs. ??S\_\_\_\_

See U.S. Scientists -- select Cornell students for summer stipends will advise with visits

U.S. in Macedonia -- e.g. Peter Dixon [U.S. dairy processing consultant]

Processors and Farmers to go to Land O'Lakes in U.S. (most recent U.S. site visits)

Sci

Right people Program

Ton Schatt @ Cornell - international vet program

Would inform when back at Cornell University

Salary OK start

+5%/year

Agents 4 ??traveling to U.S.

Add 1 or 2 years

Success -- recently

feed

footbath

Dairy -- new products

Action OK Shelve for books

Ministry --- OK

Faculty @ St. Cyril and Methodus University -- the only one in Macedonia. Question their vision and capability for future.

Extension --- OK 1

Newsletter --- increase to one per month?
And PR

Page :	8
--------	---

1.	Best people selected			
2.	Continue 1 to 1 and group			
	??_Purebred rams Period/types Shed			
* Re	emarkable consensus among field staff			
Video	new products ] farmer Farmers ] thank Bureaucrats ]			
Conclu	sion:			
Last th	oughts			
* Fi	eld people are very much for the farmers.			
Land (	O'Lakes ??v use to farmers			
Better	production			
* L(	OL long. Loyal to LOL			
??B	for farmers			
	nship of project with Macedonians and/or with			

Agreed

Demonstration Demo Farm

some <u>new</u> farms should be selected to add as demo farms ("spread effect")

??M --- little Aust.

Importance

of

Lambs Distribute

**U** 

Sell co. HP 1

Imports ↓ ↓

sell⇐ ⇒ HP 1 System

**Important** 

Sheep Internal selections? too! As well

Project should focus on domestic (internal) selections to upgrade -- not rely on importing rams from Cyprus (or anywhere else)

1 on 1

Present next result

List of Presents for Macedonian staff

Pens

Cornell University caps

T-Shirt

Thermal wear

Shears

Body cases

Support -- in equipment

Important needs for the imported sheep and local

??Incred. Agreement

[incredible or increase]

keep young farmers too

Done 9 topics to date!

Lack time to explain systems of LOL

1. Explain system / expect loans / got	t advice
--	----------

- 2. Talk to Jeton to get this advice
- 3. Doing practical footrot and cheesemaking

Page 10	
one on one	
changes add some \$ input	e.g.
propaganda	<u>Presents</u>
practical	
1 on 1 ??Univ training	
Extension not big part of Ve Students aren	et Med. I't taught extension (field services) as in the U.S. curriculum
??Present expenses bad	
?? farmers	
good at present but FOLLO	W UP needs to be done
Hard to measure	we know (based on previous experiences in other LDC countries)
Used one-on-one for 2.5 mg	onths now.
All agree one-on-one and gr	oup results of project have been quite successful
Group decides to select farm	ners.
Video camera to produce	television documentation for local TV

for variety of reasons

#### This relates to university courses in Macedonia

Goat course on Breed

All sheep

business plans --- Students are taught how to draft plans

Business training plan for gaining credits

Learn best by example.

Incr. # varieties of cheese.

Incr exports. Vision of Macedonian producers

#### Page 12

Field People		The Field Agents
So far so good	yes	"So far so good"
"agrocombinant"	yes	AM 8 agents
"transition"	ves	PM 7 agents

Agrokombinants are/were the state farms. Full staffs have been downsized to very few part-time workers currently.

#### Change:

Include large milk plants

Interest them (producers) 1-on-1 treatment for footrot control

Group and individual

Need Reproduction Center with government.

Currently, the government/university has only one so-called research center for students -- There is a need for a solidly based breeding/reproductive physiol, farm for breeding stock.

Import rams

selected for milk production

#### Page 13

For Land O'Lakes:

- 1. Get U.S. personnel overseas
- 2. Arrange proper transport in field.

Inappropriate -- bicycles -- presents problems (Refers to milk collection.)

- 3. Too short (3 years) --- 4. (Recommended project be extended a fourth year.)
- 4. Ain't busted, don't fix. Don't change direction. (Refers to proposed ideas for 3rd year of project.)

(Note from Joyce Turk: Gordon felt the project should continue as it has been because it needs "solidifying" in the minds of the producers and processors.)

- 5. Amer visits evaluate (Mac) and focus and carefully select (Macs)
- 6. Caps and sweaters (Gifts Gordon would have purchased.)

Recommendations 4th year Consider add 2 expatriates \*

- 1. Complete and exploit work (exploit what LOL has accomplished already)
- 2. Publications finish
- 3. \* Publicity "Land O'Lakes Increase visibility. TV presentation
- 4. \* Dovetail in with national Veterinary Services private Extension, etc.
- 5. Include national policy changes, e.g. ??vet \_\_ on \_\_\_ng

Breeding Component, i.e., import rams from Cyprus, etc.

Proceed with caution.

- 1. Breeding projects are <u>long</u> term.
- 2. Can bring in real trouble.
- 3. Consider in-country selection instead.

# What they've done

1.	Select team and faction			
2.	Thrusts		et: Contacts in field tock: Contacts in field	
3.	Progress to date 1) Publication notable quality and quantity 2) Field work good			
4.		Thrusts	Admin no change continue; market sheep ??b	
		3) Recomme	end 4 years total	
retain	# cut #		incr. # of processors rms as model systems	9
And u	ise as exa	mples		
Conce	ple:	n "easy" proj footrot nutrition	ects well placed ahead of ??	
Be ca	reful <u>I</u>	<u>Beware</u>	Brucellosis Foot and Mouth disease	] national ] programs

# Winners:

Consultants -- Peter Dixon and Kimberling
America Visit -- carefully select. participants and visits

# Summary for USAID

First evaluation in Macedonia

Report USAID qualifications on the report at this stage

- 1. 4 day expert
- 2. Still have today -- in office still have questions for team
- 3. Written report in specific format. (For LOL)
  -- not this

?However: People very frank

They've achieved a lot in 2 years

I've seen a lot of small ruminant projects.

Dr. S. Gordon Campbell's

Handwritten Field Notes

September 1997

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\* PR.

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3) Progress to date. O Publicat - notoble qual = quant 4) Res: Paula = Almin - no change
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2) Projects continue; Morbet.
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Howares Respokes Very Frank Theyor a Nheres a let m Zyrs Ded sound to k of small runin project. E-mail from Scott Campbell

From:

Scott Campbell <smc7@cornell.edu>
AHDOMAIN1.AHCORP1(CBRYN)

To: Date:

12/12/97 11:53am

Subject:

Dr. Gordon Campbell's report

#### Hello,

Collette asked me to pass on my recollections of the conversation I had with my father regarding his trip to Macedonia. Essentially my discussions with Dad revolved around thoughts he had about the entire trip. He was fascinated by the contrasts of an Eastern Block country. In particular, he was struck by the fact that the road systems were in excellent shape but a large portion of the population don't own automobiles. The Land O Lakes project excited him. He felt that the project was doing what it set out to accomplish and was specifically helping smaller operations or smaller farms. He did think that there are two areas that, if addressed, could dramatically improve the production of cheese and other sheep and goat products being exported by Macedonian farmers and shepherds. The two factors are:

1. A disease that the sheep/goats are carrying that is also dangerous to humans. The disease is brucellosis and can be transferred to humans through dairy products (i.e.: it is indeed zoonotic). Brucellosis also causes reproductive problems for the host animal (Dr. Barnes has more information on this and will pass it along to me...or if you'd like you can contact her directly at the addresses provided below). My father was concerned that markets (he mentioned the Italian market specifically) would ban Macedonian dairy products because of the brucellosis threat. Brucellosis can be diagnosed but there is no known cure. The only effective strategy is eradication and this is accomplished by culling animals who have contracted the disease. I discussed this, just to make sure I had it correct, with Dr. Elizabeth Barnes, a large animal medicine intern at Cornell's

Veterinary College. I will include her e-mail and phone number in case you want to reach her about this. My father's feeling on this was that brucellosis, while dangerous to humans, can be eradicated fairly easily if it is managed appropriately. I believe he was going to offer some suggestions on how this might be accomplished.

2. The second issue was common foot rot among the herds in Macedonia. My father felt that, again, with some fairly common and cost effective herd management techniques, foot rot could be eliminated. The effect this would have would be that production of dairy products would increase. The reason is as follows:

"The foot rot that your dad was talking about sounded...second hand through you like common foot rot which is easily controlled with foot baths...the animals can walk through either on the way too or from the milking parlor or from grazing pastures...a simple copper sulfate (CuSo4 is rather expensive...limestone is also used and is cheaper...walk the sheep through it...it dries up the feet and between the claws and is a 'less lovely' place for the bacteria to live...they like moist mediums) foot bath will control this type of foot rot which is the result of two bacteria that work synergistically...due to the pain in the feet the sheep will not graze/stand...its nicer to lay down and if they don't eat they won't have energy for milk production and therefore....dramatically reduce production, feasibly by 50%." Dr. Barnes provided me with this information

also. I have also included an attachment which gives a more detailed description of foot rot. Dr. Barnes also sent me this information. If you need to contact her phone number and address at Cornell University are as follows:

Dr. Elizabeth P. Barnes Cornell University College of Veterinary Medicine Ithaca, NY 14983

Phone: 607.253.3140 Fax: 607.253.3982 email: epb3@cornell.edu

I hope this information is helpful to you. If I can offer anything further, please contact me either through e-mail or by phone (H:607-347-4295, W:607-255-0969). I truly hope that this will, even in a small way, help your work in Macedonia. As I said, my father thought the project was having a positive impact on real peoples' lives and thought it was extremely worthwhile. If this information helps you he would be happy.

Scott

CC:

AHDOMAINO.AHSMTP2("epb3@cornell.edu")